

January 29, 2009 5:46 PM

Rep. Luján Statement on the President's Signing of the Lilly Ledbetter Fair Pay Act

Lilly Ledbetter Fair Pay Act Restores American Workers' Right to Challenge Pay Discrimination

WASHINGTON, DC - Rep. Ben Ray Luján issued the following statement following the President's signing of the Lilly Ledbetter Fair Pay Act. Rep. Luján voted for the legislation earlier this month in the House. The legislation will begin to close the gender pay gap in this country by reversing a Supreme Court decision that has kept women from pursuing pay discrimination claims. The bill is first major piece of legislation President Barack Obama signed into law.

"Individuals need to be treated fairly in the workplace--regardless of their gender, race, age, or faith, and this legislation reaffirms this very basic fact," said Luján. "The Lily Ledbetter Act ensures that women will get equal pay for equal work. I am proud that this important bill is the first to receive President Obama's signature. I am honored to have had the opportunity to vote in favor of this legislation."

In 2007, the Supreme Court handed down its decision in Ledbetter v. Goodyear Tire & Rubber Co., a decision that allowed employers to escape responsibility for employee discrimination by continuing to pay employees discriminatory wages if the employee's complaint was brought after the 180-day statutory charging period. The decision changed prior law and hurt victims of pay discrimination across the nation. The previous law stated that as long as workers filed their charges within 180 days of a discriminatory paycheck, their charges would be considered timely.

The Lilly Ledbetter Fair Pay Act would clarify that each discriminatory paycheck or compensation constitutes a violation of the Civil Rights Act. The Lilly Ledbetter Fair Pay Act would apply to workers who file claims of discrimination on the basis of race, sex, color, national origin, religion, age, or disability.

"At a time when too many people are losing their jobs, we must make sure that equal work

demands equal pay," said Rep. Luján. "This legislation is an important step toward ensuring fairness and strengthening our middle class."

[Go back](#)